

Job Profile

Position Details	
Post	Violence Against Women and Girls (VAWG) Strategic Lead
Service Area	Adults & Health/Public Health/Violence Against Women & Girls
Reports to	Consultant in Public Health
Grade	PO8
Job Family	To be completed by HR

Role Purpose
<ol style="list-style-type: none"> 1. To lead the work relating to violence against women and girls across council services and key partners in the borough (including police, probation, health trusts/services and the voluntary sector) 2. To provide expert leadership, advice and guidance to the council and its partner agencies to ensure the delivery of high-quality services responding to violence against women and girls 3. To lead on the delivery of the violence against women and girls' outcomes included in the Borough Plan as well as delivering the 10-year VAWG Strategy 4. To commission and maintain management oversight of all VAWG services and related projects across the local authority and statutory and non-statutory partnerships 5. To provide expert advice and support to the Deputy Cabinet Member for Women & Equalities and other Cabinet Members as well as other senior members and officers from partnership agencies on all matters relating to violence against women and girls 6. To manage the VAWG budgets and resources, ensuring that they are on budget and on target. 7. To line manage the VAWG co-ordinator

Main Responsibilities
<ol style="list-style-type: none"> 1. To manage and maintain all aspects of the multi-agency partnership response to violence against women and girls. 2. To be responsible for strategic, operational and implementation decisions, managing local strategic approaches and influencing national and regional strategies across VAWG. 3. Develop excellent working relationships with key stakeholders at local, national and regional level (including providers and service users) to understand and influence the strategic policy landscape, to ensure that VAWG resources and providers (including the statutory, voluntary and private sectors) are fully mobilised to maximise investment and meet local needs, and to identify and pursue opportunities to bring in external funding and resources to help implement the VAWG Strategy and Borough Plan outcomes. 4. Plan, commission and conduct appropriate resident and stakeholder engagement in the course of VAWG policy development, including formal consultation, working with other statutory and voluntary partners as required.

5.	Develop the strategic commissioning framework for the provision of VAWG services and projects in line with evidenced need and priorities.
6.	Lead the development and implementation of strategic goals, objectives and financial plans to meet both the short and long-term Borough plan outcomes on VAWG
7.	Commission and performance manage relevant VAWG related services provided by a range of providers in the private, public and voluntary sectors.
8.	To enable the VAWG partnership to develop and achieve against performance indicators and targets, corporate priorities and equalities objectives. Produce VAWG Performance Reports and develop, implement, strategically steer, review and expand the VAWG indicator set. Support partners in effective measurement and reporting on VAWG performance. Support the work of the VAWG Strategic Group in regularly assessing performance in relation to VAWG. Support regional and national reviews and inspections of VAWG related work and performance.
9.	To manage relationships with key stakeholders, external partner organisations and a range of other professionals to ensure effective collaborative working on key VAWG issues. To use a high level of interpersonal and leadership skills to manage partnership and matrix working.
10.	To proactively contribute to related strategic partnership boards (e.g. Safeguarding Adults, Safeguarding Children, Health and Wellbeing, Community Safety Partnership, Early Help)
11.	To respond to legislative changes relating to violence against women and girls, providing briefings to senior officers, members the partnership, and coordinate consultation
12.	To be responsible for managing all projects and VAWG work streams and be accountable for the accompanying resources (financial, human and others).
13.	To lead and commission Domestic Homicide Reviews as needed and respond, as agreed, to the findings of any Reviews
14.	To chair the quarterly MARAC Steering Group and co-chair the MARAC
15.	To work with the Strategic Group/Advisory Group chair(s) to agree agendas, coordinate papers and ensure the smooth running of the quarterly violence against women and girls partnership meetings
16.	To line manage the VAWG co-ordinator and any additional support staff who may be recruited to the VAWG operational team in the future
17.	Ensure resources are used innovatively, appropriately and intelligently based on data and evidence of what works.

Generic Responsibilities	
1.	Understanding, knowledge and ability to follow guidelines that ensures compliance with Health and Safety at Work, Data Protection and other statutory requirements.

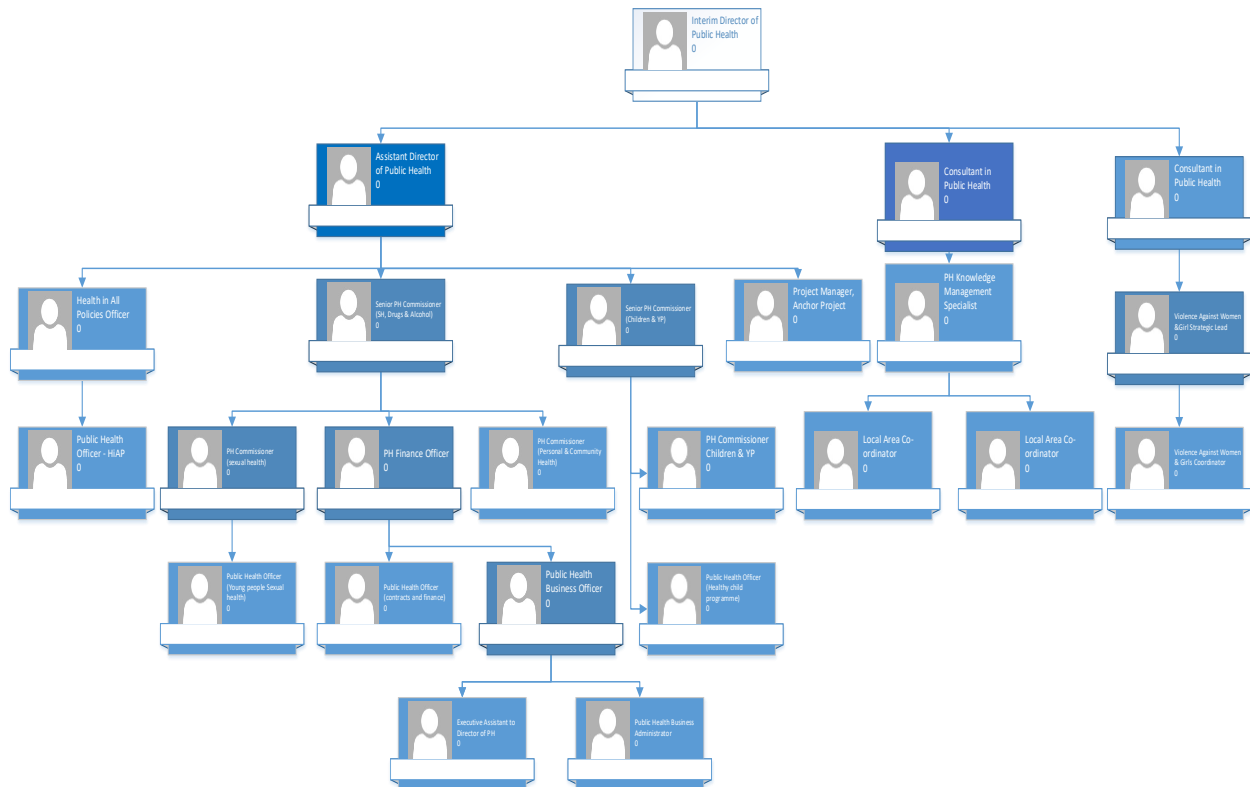
2. Understanding and commitment to promoting and implementing the Council's Equal Opportunities policies.
3. Knowledge and experience of using IT.
4. To undertake any other temporary responsibilities aligned with the overall purpose and grade of the role.

Knowledge, Qualifications, Skills and Experience	Essential or Desirable
<p>These are the qualities we believe to be necessary to do this job. You should clearly show in your application how your skill/experience meet some or all of them as the shortlisting decision will be based on our assessment of you against these criteria. The final assessment will also seek to assess these characteristics.</p>	
<p>1. Expert-level knowledge, experience and understanding of violence against women and girls and how this informs policy development and the strategic response.</p>	Essential
<p>2. Experience of working at a strategic and operational level on the issue of VAWG and experience of developing innovative approaches to VAWG.</p>	Desirable
<p>3. Experience of commissioning VAWG services, including working with public procurement teams, inception, development and contract monitoring.</p>	Essential
<p>4. Experience of identifying opportunities for cost saving, achieving best value and ensuring that financial records and systems are maintained and processed and that budget allocations are controlled</p>	Essential
<p>5. Substantial experience of systems' management, including leading on the formulation and delivery of organisational vision, strategy, policy and objectives and experience of managing people and resources.</p>	Desirable
<p>6. Experience of people/line management including encouraging and motivating teams and leading change projects.</p>	Essential
<p>7. Knowledge and understanding of current demands, structural and operational procedures and constraints of organisations, agencies and services who comprise the multi-agency partnership and the coordinated community response to violence against women and girls.</p>	Desirable
<p>8. Knowledge and experience of working with a wide range of community/voluntary organisations and individuals on violence against women and girls.</p>	Essential
<p>9. Ability to think and act strategically to develop practical, innovative and creative solutions to strategic and complex issues.</p>	Essential
<p>10. Exceptional relationship management and interpersonal skills, including the ability to negotiate and persuade and influence effectively at all levels.</p>	Essential
<p>11. Demonstrate political awareness with sound judgement, including experience of working with elected members.</p>	Desirable
<p>12. Significant experience in written and oral communication, with a solid track record of</p>	Essential

using different communication methods to persuade and influence a range of audiences, including senior-level staff, cabinet members and local residents.	
13. Demonstrable ability to work on their own initiative, juggling deadlines and ensuring priorities are effectively managed.	Essential
14. Interpreting, analysing and managing data from different sources	Essential
15. Project management including successful multi-agency project management, co-ordination and delivery	Essential
16. Experience of measuring and evaluating effectiveness of services.	Essential
17. Understanding of risk management and ensuring effective governance in a VAWG context and sound financial management skills to manage tight resources.	Essential
18. Word processing and other IT applications	Essential
Qualifications:	
19. Degree or equivalent level professional qualification or equivalent level of experience	Essential

Main Contacts & Other Information	
<p>Main Contacts:</p> <ul style="list-style-type: none"> • Consultant in Public Health • Public Health • VAWG Strategic Group • VAWG Advisory Group • Specialist VAWG organisations • Homelessness & Vulnerable Adults Team • Community Safety • Children and Young People Services • Adults & Health • External statutory and community & voluntary sector partners • Service users and residents • Members • MOPAC • London Councils • External local authority partners <p>Other Information:</p> <p>This position requires the postholder to undergo an enhanced DBS (Disclosure and Barring Service) check.</p>	

Organisational Structure



Additional Information

Please complete the additional information as fully as you can.

Supervision / Management of People				
Please indicate which group best describes the total number of staff the post holder is responsible for:				
None	Up to 5 staff	6 to 15 staff	16 to 49 staff	50 plus staff
	x			
Are the staff based at the same work location?				Yes
Will the post holder be responsible for contract / agency / project staff?				Yes

In the normal course of their duties would it be reasonable to expect the job holder to undertake, or be involved in, any of the following on a regular basis.

If Yes, please provide an estimate of the % of their working day this involves.

Work Environment					
Activity	Yes/No	% of working day	Activity	Yes/No	% of working day
Office duties.	Y		Use of a computer.	Y	
Audio typing.	N		Crisis or conflict situations.	Y	
Walking more than a mile.	N		Manual handling.	N	
Working alone or in isolation.	N		Working in confined spaces.	N	
Driving a car, van or minibus.	N		Preparing or serving food.	N	
Exposure to infectious diseases, e.g. Tuberculosis (TB) or Hepatitis B.	N		Working in awkward positions, e.g. stooping, bending, reaching.	N	
Exposure to substances hazardous to health, including lead, asbestos or radioactive substances.	N		Operating heavy or hazardous machinery including forklifts, diggers or cranes.	N	
Regular and repetitive movements.	Y		Working shifts / unsocial hours, nights.	N	
Outdoor work involving uneven surfaces.	N		Standing or sitting for prolonged periods.	Y	

Activity	Yes/No	% of working day	Activity	Yes/No	% of working day
Working shifts / unsocial hours / nights.	No		Working at heights / on ladders, roof work.	No	
Teaching, or responsibility for, children.	No		Outdoor work involving extremes of temperature.	No	
Electrical hazards.	No		Control and restraint.	No	

Resources – identify & list personal and identifiable accountability for physical and financial resources including those of clients:
Responsible for the VAWG budget
Cash/Financial Resources - Is the post personally and identifiably accountable for the accurate handling / security of cash and cheques? If yes, specify the average amount controlled at any one time and the nature of the accountability:
No
Plant/Equipment - is the post personally accountable for the proper use / safekeeping of plant / equipment? If yes, please indicate the type(s) of plant/equipment and the nature of the accountability:
No
Stocks/Materials - Is the post personally accountable for materials / items of stock? If yes, please indicate the type and approximate value and the nature of accountability:
No
Data Systems - is the post personally accountable for the use, manipulation and safekeeping of data systems whether manual or computerised? If yes please indicate the type of system(s) and the nature of the accountability, whilst explaining the importance of the data systems to the Council's operations:
Yes, accountability for Domestic Homicide Review data and VAWG Commissioned services data
Buildings - Is the post personally accountable for the proper use and safekeeping of buildings? If yes please indicate the type of building(s) concerned and the nature of the accountability:
No